



ORSO – The Current State and Future Direction

Mandatory Provident Fund Scheme (namely MPF scheme) and retirement scheme registered under the Occupational Retirement Schemes Ordinance (namely ORSO scheme) constitute the Hong Kong retirement scheme system at large. Since ORSO still holds an important role, how does ORSO work in its magic? And what are the tips and considerations for ORSO employers, covering:

- The *recent developments* of the ORSO schemes
- The *benefits of keeping your ORSO scheme* versus switching to an MPF scheme
- How to *navigate the complexities of ORSO* and ensure your schemes are effective and beneficial for your workforce.

Join us for an upcoming ORSO webinar on 2 April 2025, with webinar platform sponsored by Willis Towers Watson, a major consulting firm for retirement benefits in Hong Kong. In this insightful webinar, WTW will share the latest ORSO scheme statistics from MPFA and benefit design data statistics from their annual benefit survey and discuss what can be possibly enhanced for employers managing ORSO scheme.

Speakers



Ms. Janet LI



Ms. Phoebe SHAIR



Ms. Natasha HO



Mr. Elvin THARM

Event details

Date & Time: **Wednesday, 2 April 2025 | 10:00 am to 11:00 am**

Language: English

Fee: Free

Register: [Register here](#) or by scanning QR code



Notes:

- This webinar is eligible for 1 hour of non-core CPD/CPT training, subject to approval by relevant accreditation bodies. Attendees must log in to the webinar using the name and email address registered with the HKRSA.
- The virtual platform is sponsored by WTW. By registering for this event, you are providing your consent to the HKRSA to pass your personal particulars (including name, title, organization, and email address) to WTW.
- For any enquiries, please contact us at events@hkrsa.org.hk or (852) 21470090.

Event programme

10:00 – 10:10	Opening Remarks Ms. Janet LI Chairman of the Executive Committee Member of Business Strategy Subcommittee HKRSA
10:10 – 10:40	Keynote Speech Ms. Phoebe SHAIR Director, Retirement Hong Kong WTW Ms. Natasha HO Director, Retirement Hong Kong WTW
10:40 – 10:55	Q&A
10:55 – 11:00	Closing Remarks Mr. Elvin THARM Chairman of Business Strategy Subcommittee Taskforce Member of the Cross Straits Pension Forum HKRSA

OPENING REMARKS



Ms. Janet LI
Chairman of the Executive Committee
Member of Business Strategy Sub-committee
HKRSA

Janet LI is the Chairman of the Executive Committee of the Hong Kong Retirement Schemes Association. She is also the Chief Executive Officer of BEA Union Investment.

Janet has more than 20 years of experience in the financial industry. Prior to joining BEA Union Investment, she was the Wealth Business Leader for Asia and a Partner at Mercer where she led the Retirement and Investment business of the firm in the region. Throughout her investment consulting career, she worked closely with institutional clients and platforms on their portfolios and across diverse types of asset classes ranging from public to private markets investments.

Janet is currently serving as a Member of the Mandatory Provident Fund Schemes Advisory Committee and Member of the Human Capital Committee of the Financial Services Development Council.

She is an Adjunct Associate Professor of The Faculty of Business and Economics at The University of Hong Kong.

Keynote Speech



Ms. Phoebe SHAIR
Director, Retirement Hong Kong, WTW

Phoebe SHAIR is a Director of Retirement Hong Kong of WTW. Phoebe has more than 20 years of experience in retirement and benefits consulting, advising clients on human resources issues. Most notably, Phoebe conducts review and selection of occupational retirement scheme (ORSO) and Mandatory Provident Fund (MPF) service providers, reviews retirement schemes design and communicates to employees of retirement scheme changes for many large local and multinational clients. In addition to her role as an advisor for ORSO and MPF schemes, Phoebe acts as the scheme actuary to many retirement schemes. She performs actuarial valuations and advises scheme sponsors on various aspects about ongoing funding and management of their retirement schemes. Before joining WTW Retirement Hong Kong in 2009, Phoebe was a pension consultant with WTW in Toronto, Canada and worked with large private sector clients and quasi-government organisations.

Phoebe graduated from the Queen's University of Canada with a bachelor's degree in Statistics. She is a Fellow of the Society of Actuaries, the Canadian Institute of Actuaries and Actuarial Society of Hong Kong.



Ms. Natasha HO
Director, Retirement Hong Kong, WTW

Natasha HO is a Director in WTW's Hong Kong Retirement team with over 18 years' experience as a Retirement consultant and actuary. Since joining WTW Hong Kong in 2019, she advises clients on the strategy and operations of their ORSO and MPF schemes, delivering end-to-end support from design through to implementation. She also manages several regional APAC clients with ORSO schemes, advising on scheme governance and benefits strategy. Prior to joining WTW, she was with KPMG UK advising large employers on the management and financial reporting for their retirement schemes.

Natasha has significant front-line experience in member communications and engagement, having delivered numerous one-to-one pensions guidance sessions and seminars to members. She is also actively involved in ORSO and MPF education, featuring regularly at WTW-hosted events for clients and the HR industry.

Natasha graduated from the London School of Economics and Political Science, with a bachelor's degree in Actuarial Science. She is a Fellow of the Institute of Actuaries (UK) and the Actuarial Society of Hong Kong.

Closing Remarks



Mr. Elvin THARM

Chairman of the Business Strategy Sub-committee
Taskforce member of the Cross Straits Pension Forum
HKRSA

Elvin Tharm is currently Senior Managing Director, Head of Retirement Proposition, Asia Retirement, of Manulife Investment Management. He is responsible for driving the execution of strategic visions and propositions for the retirement business across the Asia markets. Elvin also serves as a non-executive Board of Director for Manulife Investment Management and Trust Corporation, Philippines.

Prior to joining Manulife, Elvin was the Head of Business Development and Client Relationship for Mercer Hong Kong's Wealth business. He was responsible for bringing together pensions and investment solutions for institutional investors and wealth management intermediaries in Hong Kong, Singapore, Macau and Taiwan.

Before that, Elvin held several senior positions with Principal Financial Group in Hong Kong and prior to that, a consultant with Willis Towers Watson in Los Angeles, California and subsequently in China covering Shanghai, Beijing, Shenzhen and Guangzhou.

Elvin is a Fellow of the Society of Actuaries and the Actuarial Society of Hong Kong. He also serves as the Chair of the Business and Strategy Sub-committee and a Taskforce member of the Cross Straits Pension Forum of the Hong Kong Retirement Schemes Association (HKRSA).

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About HKRSA

The Hong Kong Retirement Schemes Association (HKRSA) was established in 1996 to promote the interests and best practices of retirement schemes in Hong Kong including provident and pooled retirement funds. The HKRSA is a not-for-profit, non-political association, which represents retirement schemes and their members, providing a forum for discussion of issues of current and topical interest.



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